Standing Joint Force Headquarters
(Core Element)

Starting to refer to the SJFHQ as "Core Element"

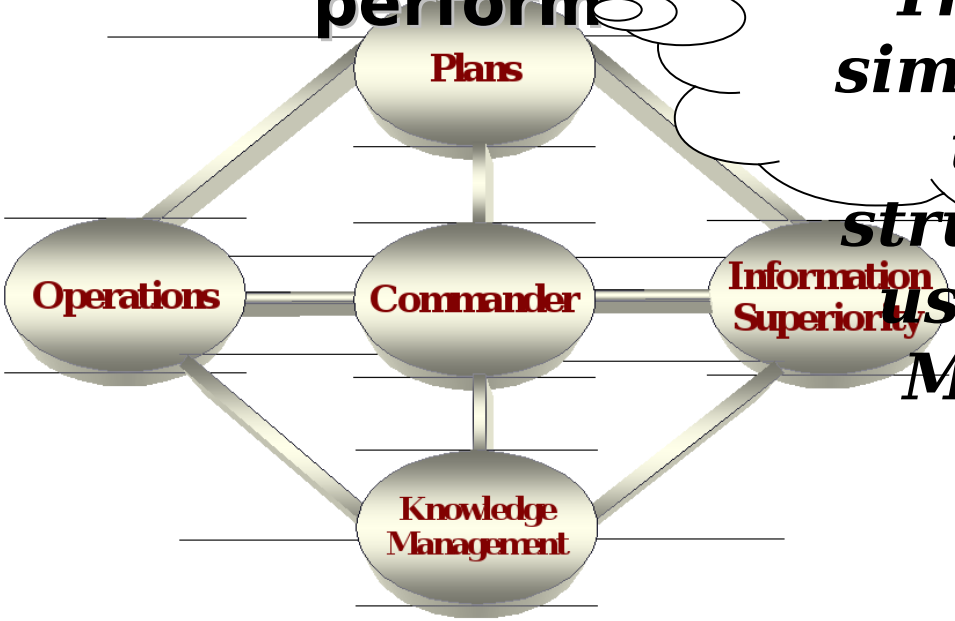
What is the definition of "Core Element"?

Manpower and Organization Study
Brief to Joint Requirements Board
04 Jun 03

Brig Gen Marc Rogers
Director, Standing Joint Force Headquarter
United States Joint Forces Command

Standing Joint Force Headquarters (SJFHQ)

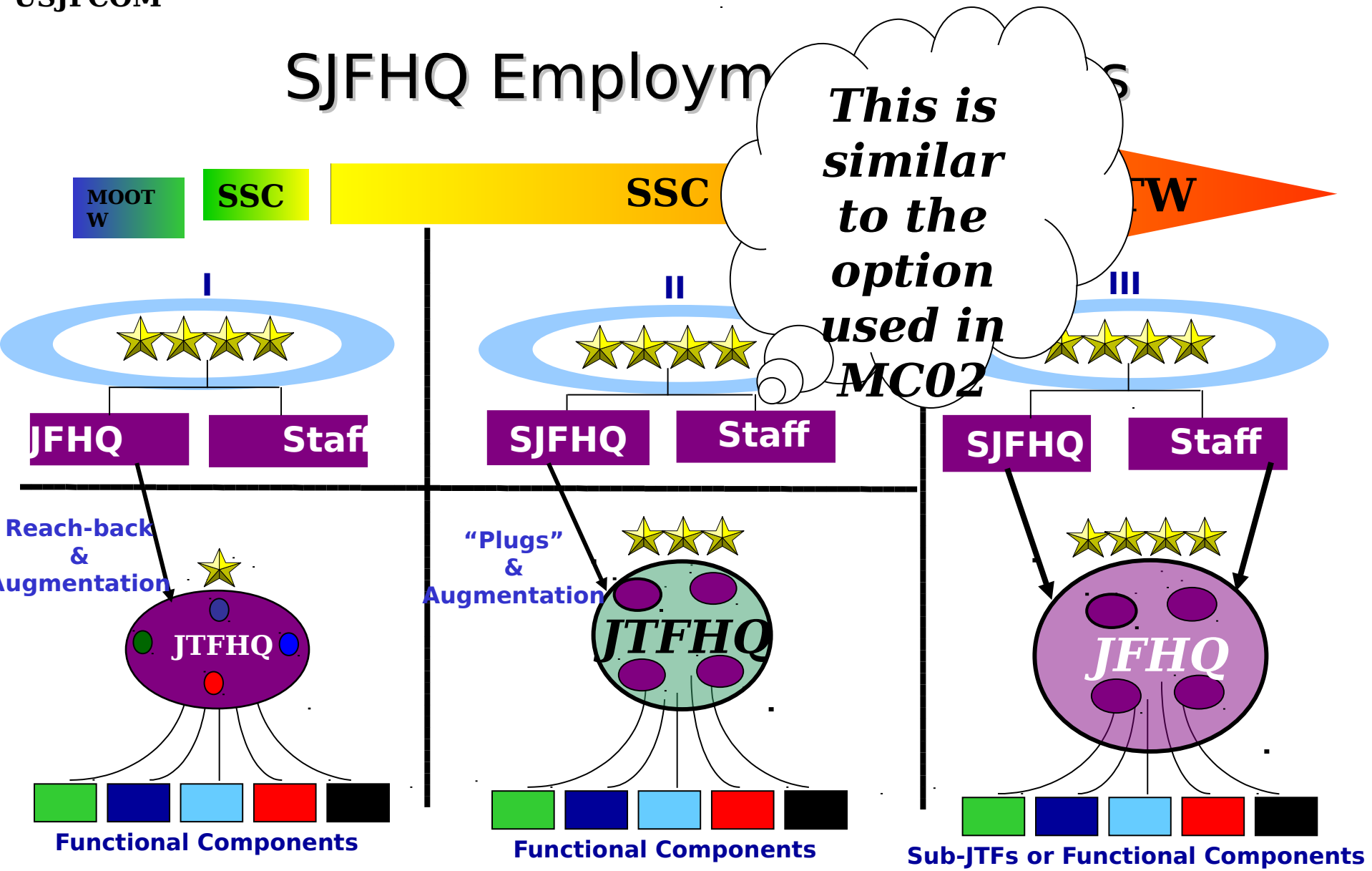
This joint command and control design is dramatically different from today's J1-J7 design. The SJFHQ is cross-functionally organized to optimize those functions the JTF headquarters performs.



This is similar to the structure used in MC02

Four supporting teams working in a Collaborative Information Environment with direct ties to external Centers of Excellence

SJFHQ Employm s



Background

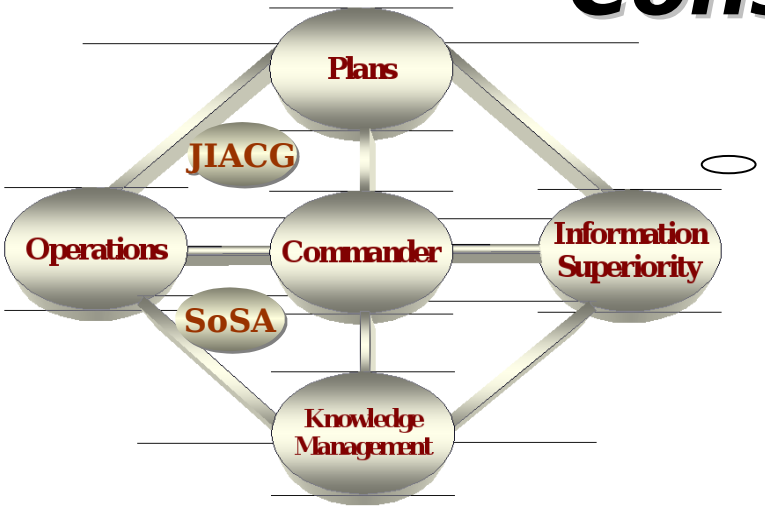
- DPG set task -- stand up SJFHQ in RCCs by ’05 and CJCS guidance directed JFCOM to develop model (based on MC02)
- JROCM directed manpower resourcing options
- Initial Manpower conferences in Oct/Nov 02 with RCC and Service reps produced three COAs
- March JRB:
  - Approved DOTMLPF Change Recommendations with exception of Personnel
  - Selected Hybrid option as interim personnel solution (Dual-hat / Full-time billets)
  - Directed refinement of numbers and brief to JRB 28 May
- Two refinement workshops with RCC & Services
  - 9 April and 13 May
- USNORTHCOM exempt from current studies

Methodology

- RCCs developed SJFHQ organizational structure (billets, skill sets, Svc specificity) based on MC 02 model and tailored RCC requirements
- RCCs determined:
  - "Core" (full-time) billets/ members for SJFHQ to be filled from within
  - Numbers of dual-hat billets from internal sources
  - Number of "core" billets to be externally-filled by Services
- Consolida[illegible] manpower inputs from

RCCs are depending on relief from the 15% Staff reduction in formulating their external

SOUTHCOM Organi… Constr…



JIACG and SoSA Pieces added to SJFHQ

- **Organizational structure will change with experience**
- **Non Counter Drug support**
- **JIACG and SoSA reside at SJFHQ**

Resembles JFCOM SJFHQ Model size

- **Total proposed SJFHQ Manpower**
  - **Externally sourced from Services**

    8 USA 7 USN

    7 USAF 3 USMC
  - **Externally sourced civilians = 9****

    3 GS 6 CONTR **
  - Internally resourced billets designated to SJFHQ = 25**

    10 USA*** 6 USN***

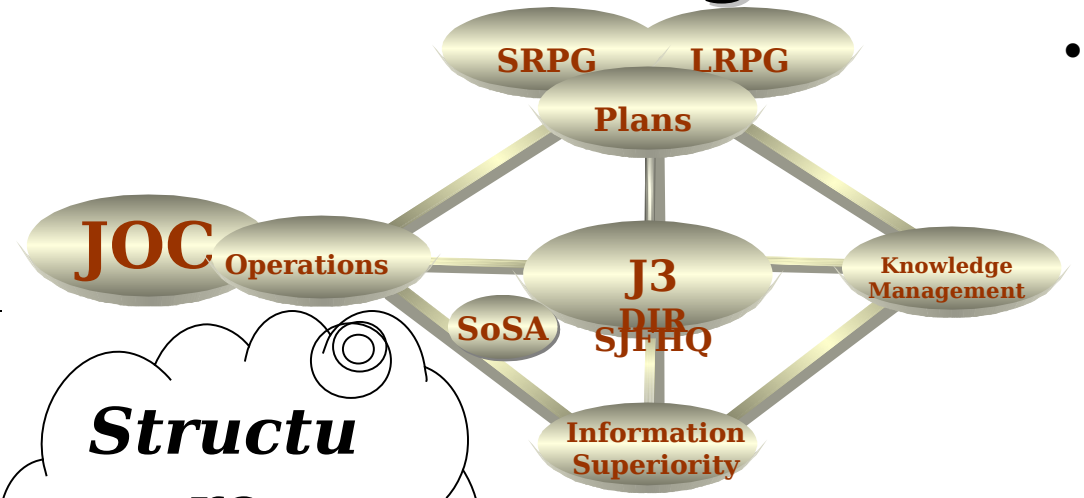
    5 USAF*** 2 USMC

    1 GS 0 CONTR

    1 "Chairman's Ten" CDR

**** Includes 6 SoSA ** Includes 3 SoSA *** Includes 1 SoSA***

EUCOM Organization Construct



- EUCOM restructuring Headquarters
  - Joint Operations Center (JOC) reorganizing to complement SJFHQ and to handle planning out to 96 hrs
  - SJFHQ is manned to provide short duration 24 hr Ops

Structure unique to EUCOM

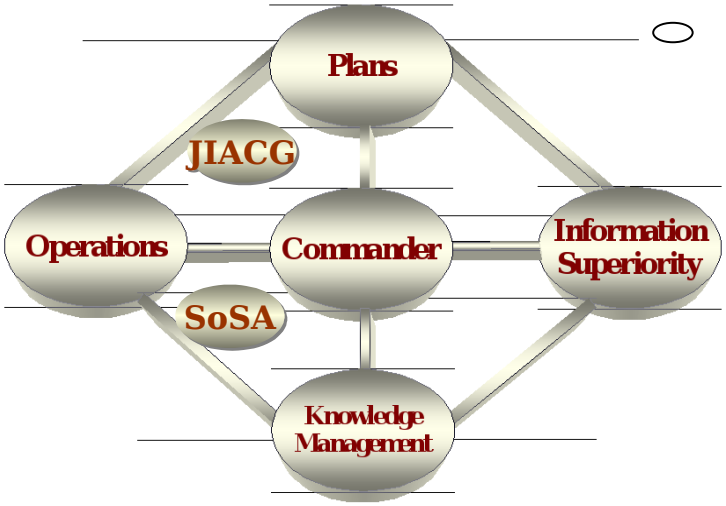
- Total proposed SJFHQ Manpower* = 104**
  - Externally sourced from Services = 23
    - 7 USA
    - 6 USN
    - 9 USAF
    - 1 USMC
  - Externally sourced civilians = 24
    - 6 GS
    - 18 CONTR
  - Internally resourced billets military = 51
    - 17 USA
    - 7 USN
    - 20 USAF
    - 7 USMC
  - Internally resourced civilians = 6
    - 2 GS
    - 4 CONTR

** Commander not included* *** Includes 12 SoSA*

How will this bill be paid? This might be an

PACOM Organization C

Doesn't look like JFCOM model



- CJTF-519 r
- PACOM SJFHQ will initially reside at JTF-519
- PACOM will eventually have two SJFHQs (Pacific and Asia)
- JIACG and SoSA reside at SJFHQ

- **Total proposed SJFHQ Manpower* = 64****
  - **Externally sourced from Services = 48*****

    12 USA — 17 USN***

    12 USAF — 7 USMC

  - **Externally sourced civilians = 16******

    0 GS — 16 CONTR ****

  - Internally resourced billets designated to SJFHQ = 0

    0 USA — 0 USN

    0 USAF — 0 USMC

  - Internally resourced civilians = 0

    0 GS — 0 CONTR

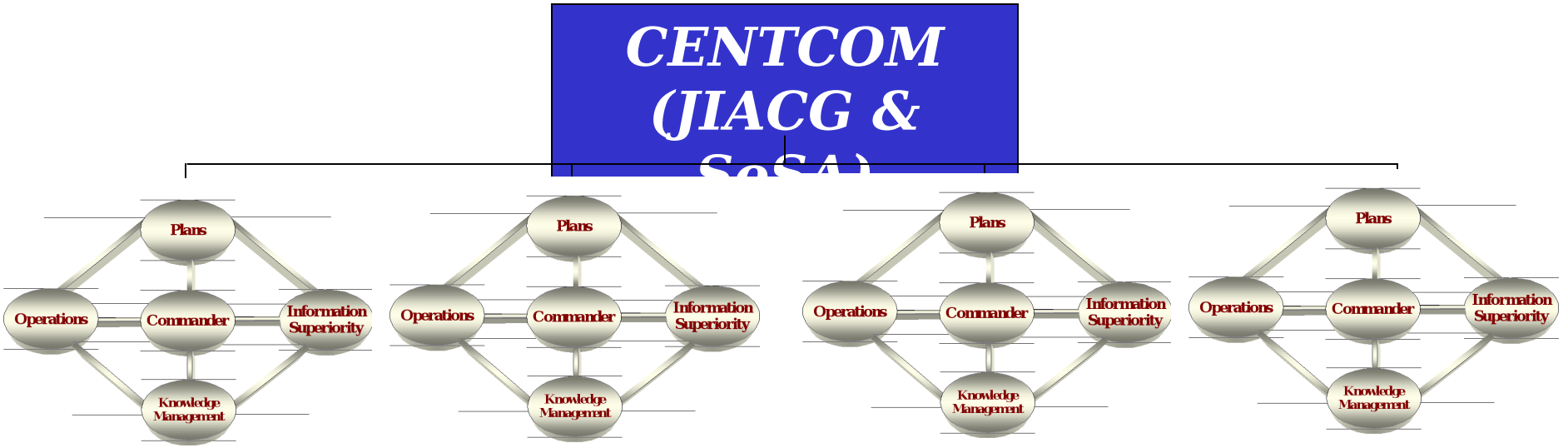
A big bill!

A moving target! USMC bill went from 4 to 7..and they want two!

And no internal pain to RCC

** Commander not included* *** Includes 6 SoSA* **** Includes 2 SoSA* ***** Includes 4 SoSA*

CENTCOM Organization Construct



- **CENTCOM proposes SJFHQ at each three-star operational headquarters (e.g., C5F, I MEF, I Corps, and 9 AF)**
  - Total proposed SJFHQ Manpower = TBD at three-star HQs

Where will the personnel come from to man these SJFHQs come from? Will this be an additional manpower bill?

RCC SJFHQ Manpower Study Inputs

- **Assumptions and Constraints for each RCC**
- **Joint manpower requirements spreadsheet matrix**
  - **Identifies existing RCC billets for SJFHQ (Full-time and Dual-hatted) Military and civilian positions**
  - **Identifies external requirements—by Service and GS/contractor**
- **Identifies issues/concerns**
  - **RCC-specific issues**
  - **Manpower pool availability**
  - **Reserve utilization**
  - **Impact of 15% reduction on SJFHQ establishment**

Each RCC briefed that their staffing requirements may change without this reduction

RCC SJFHQ Manpower Matrix

	SOUTHCOM	EUCOM	CENTCOM	PACOM	Totals
Manpower Requirements	**59***	**104***	**0**	**64***	**227**
Externally Resourced Mil	**25**	**23**		**48**	**96**
USA	**8**	**7**		**12**	**27**
USAF	**7**	**9**		**12**	**28**
USN	**7**	**6**		**17**	**30**
USMC	**3**	**1**		**7**	**11**
Externally Resourced CIV	**9**	**24**		**16**	**49**
GS	**3**	**6**		**0**	**9**
CONTR	**6**	**18**		**16**	**40**
Internally Resourced Mil*	**25**	**51**		**0**	**76**
USA Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**10**	**17**		**0**	**27**
USN Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**6**	**7**		**0**	**13**
USMC Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**2**	**7**		**0**	**9**
USAF Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**6****	**2**		**0**	**26**
Internally Resourced CIV	**1**	**6**		**0**	**7**
GS Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**1**	**2**		**0**	**3**
Contractor Dual-hatted	**0**	**0**		**0**	**0**
Full-time	**0**	**4**		**0**	**4**
	*(Includes CDR)	*(CDR Exculded)		*(CDR Excluded)	
	**CDR is CJCS Top Ten Any Service				
	SOUTHCOM	EUCOM	CENTCOM	PACOM	

PACOM Approach! Burden to USMC increased

A very large bill! Where will funding come from

RCC SJFHQ Manpower Study Requirements

- **Total SJFHQ External manpower requirements (3 RCCs) = 145**
  - **New externally resourced military billets from Services = 96**
    - **USA = 27 (1-O6, 22-O4/5, 4-E6/7)**
    - **USAF = 28 (2-O6, 22 O4/5, 1-O3, 2-E6/7, 1-E4/5)**
    - **USN = 30 (2-O6, 26-O4/5, 1-E6, 1**
    - **USMC = 11 (1-O6, 10-04/5)**
  - **New externally resourced Civil Service and Contractor billets = 49**
    - **GS = 9 (1-GS15, 2-GS14, 2-GS13, 1-GS12, 3-GS9)**
    - **CONTR = 40**

Total USMC bill is 11

A moving target!

Bottom Line

Hybrid solution is Burden Share! Where is PACOM's GS?

- **The JRB recommended interim (hybrid option) requires Services to resource 145 billets (96 Military, 9 GS, 40 Contract)**
  - **Based on four Regional Combatant Commanders' inputs (EUCOM, PACOM, SOUTHCOM, CENTCOM)**
  - **NORTHCOM, TRANSCOM, STRATCOM, SOCOM SJFHQ manning TBD**
- **JFCOM report biannually to JROC on SJFHQ progress and ID specific additional SJFHQ billet requirements determined in coordination with RCCs**
- **JROC Brief – 9 June 0**

Varying Organizational structure Defeats TTP goal and